# We Learn and Develop Together

# Team Development Effort

**Force Provider**

**In-Service Provider**

Welcome to the Manpower Decision Support Tool

[This US Government system is subject to monitoring.]

Instructions for the first-time users

For more information please call the Program Manager, 619-524-2161
Date Last Updated: May, 2001
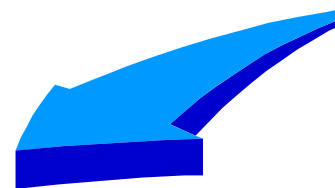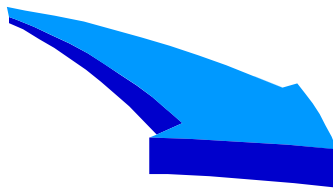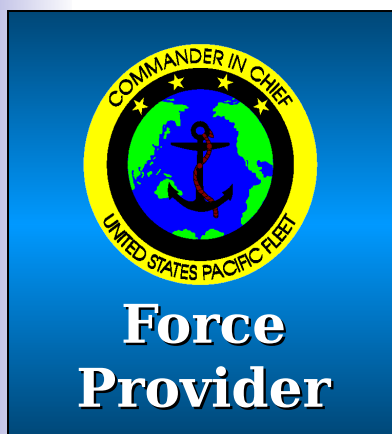
**MDST**

# *TFMMS*

## *MDST (Manpower Decision Support Tool) Briefing*

*Ed Yamashiro Milczewsky*

*CPF N1213*

*Wolfgang*

*SSC D652*

# *Agenda*

- ❑ **Introduction**

- ❑ **Product Overview**

- ❑ **Features**

- ❑ **Discussion Items**

# *Objective of Briefing*

- ☐ Support N1T / BUPERS CIO Single Integrated Human Resource Strategy (SIHRS)
- ☐ Introduce MDST "Prototype" to Navy Claimants
- ☐ Offer Opportunity to Review & Comment on MDST Development Strategy
- ☐ Become Participant in Joint Development Effort

# *Vision*

**T**he development and implementation of a web-enabled Manpower Decision Support Tool designed to support the Navy Manpower Community in performing "**\*classified and unclassified**" Navy manpower analysis and work-studies, using authoritative databases to effectively support and manage emerging manpower requirements.

**\* SIPRNET (Classified Systems Only)**

# *Who Are We ...*
## *Force Provider*

  **The mission of the Commander in Chief, U.S. Pacific Fleet, is to support the U.S. Pacific Command's theater strategy, and to provide interoperable, trained and combat-ready naval forces to USCINCPAC and other U.S. unified commanders. As such, the U.S. Pacific Fleet is a "force provider" to unified commanders in various regions around the world.**

# *Who Are We ...*
## *In-Service Provider*

**SPAWAR**

The Space and Naval Warfare Systems Center, San Diego (SSC San Diego) is responsible for development and deployment of *'state-of-the-art'* technology to collect, transmit, process, display and, most critically, <u>manage information essential</u> to Naval

**We Face the ... Fleet**
**We Work with ... Real World Problems**

# *Where We Were .... 1998*

SPAWAR

**Revolution in Business Affairs (RBA) Recruiting, Retention, Training, and Assignment (RRTA) Working Group established in Fall 1998**

- **Examined full range of MPT issues**

- **Established Navy Human Resources Board of Directors (NHRBOD)**

**Recommendations**

1. **Link sea/shore rotation**
2. **Market-based compensation system**
3. **Institute life-long learning**
4. **Implement innovative recruiting strategies**
5. **Career management**
6. **Single HR IT Strategy**
   alternative strategies

**SEA/SHORE ROTATION IS EFFECTED BY ALMOST EVERY ISSUE**

**SEA /SHORE ROTATION**
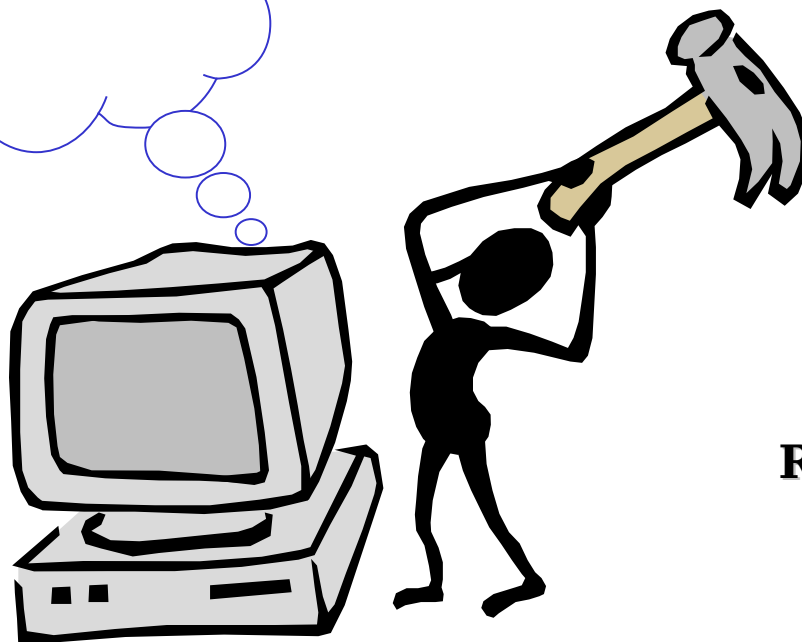
**OUTSOURCING**

**REGIONALIZATION**

**FORCE REDUCTION**

**CONSOLIDATION**

**OVERSEAS SHORE**

**QDR**

**MAJOR CLAIMANTS**

**RESOURCE SPONSORS**

**COMMUNITY MANAGERS**

Regionalization

Outsourcing

**Sea/Shore Rotation**

**Homebasing**

Consolidation

QDR
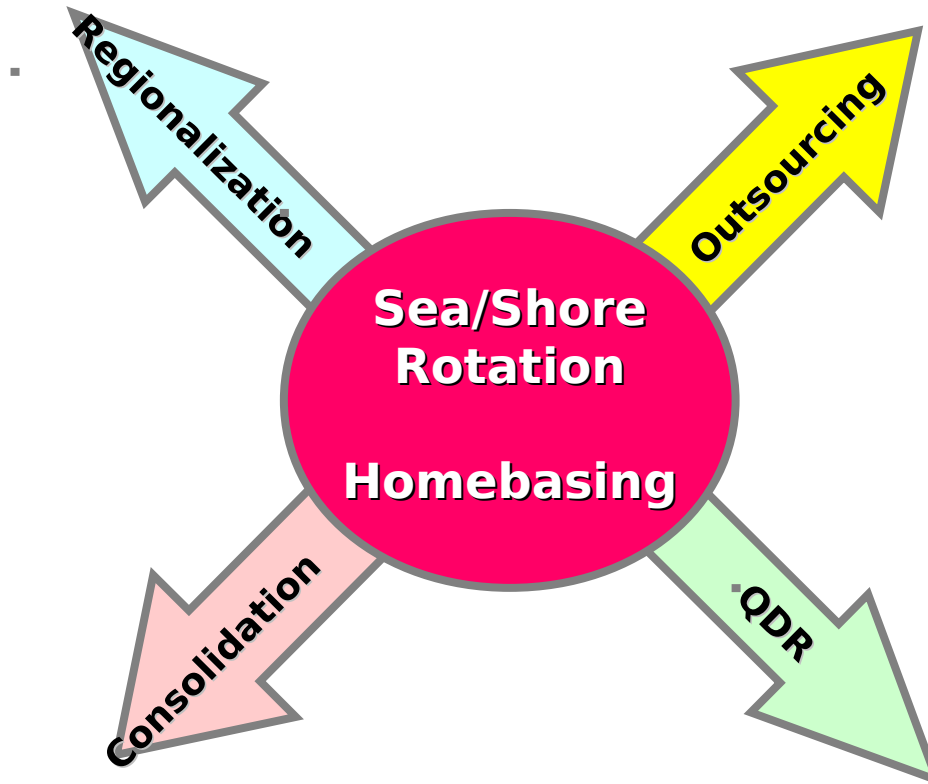
# ALL STOVEPIPES – NO INTERACTI

**SPAWAR**

# Team Development Effort



**Force Provider**

**In-Service Provider**

**SPAWAR**
*Systems Center San Diego*

**Welcome to the Manpower Decision Support Tool**

*Instructions* for the **first-time users**

*For more information please call the Program Manager, 619-524-2161*
*Date Last Updated: May, 2001*

## MDST

11
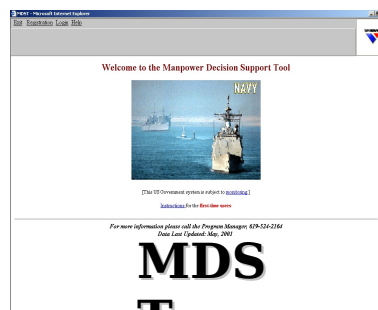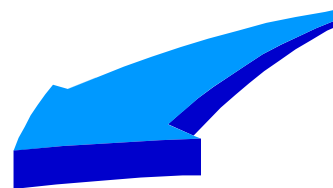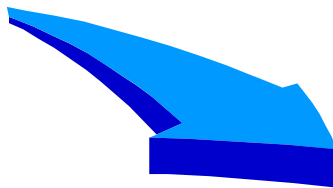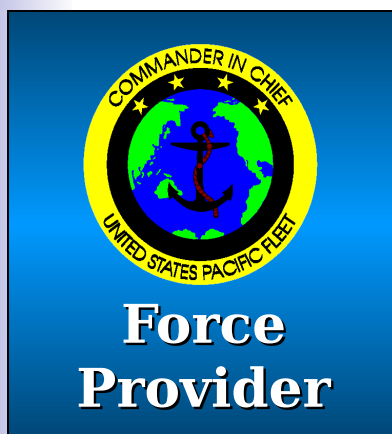
# CINCPACFLT *Initial Requirement*

**SPAWAR**
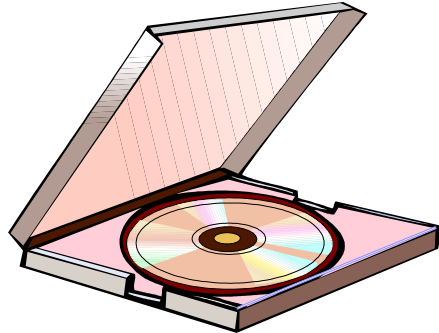
**3-4 Analysts**

Monthly TFMMS CD

**2-3 Weeks**
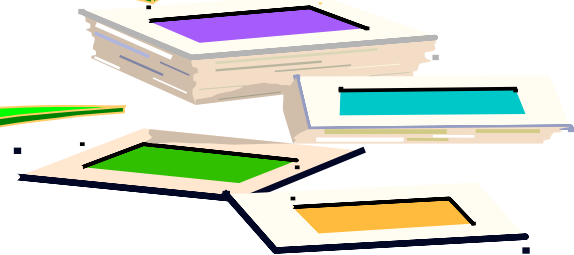
Produce 18 EXCEL Spreadsheets

Just to Begin FCA Analysis / Work Study

**＊** As of September 19

12

# *Current CINCPACFLT Requirements*

**SPAWAR**

**Establish a decision support tool for managing <u>Career Progress</u> based on:**

- ❏ **Force Structure**
- ❏ **Billet Distribution**
- ❏ **Sea Shore Rotation**
- ❏ **Navy End Strength**
- ❏ **Accessibility Via NIPRNET**
- ❏ **RATE/NEC, DESIGNATOR/NOBC         AQDs, Mergers, Consolidations, SCN,**

13

# *Manpower and Personnel Drivers*

- ❑ **Support BUPERS Single Integrated Human Resource Strategy (SIHRS)**
- ❑ **Manage to Defense Planning Guide Revisions**
- ❑ **Establish Total Force Strategic Workforce Planning Capability**
- ❑ **Manage Civilian End Strength at the AUIC and *PE Level Across the FYDP**
- ❑ **Centralized Validation of Shore Manpower Requirements**
- ❑ **Modernization of Manpower and Personnel Information Systems**

***SIPRNET (Classified Systems Only)***

14

# *MDST - Meeting the Need*

❑ **Data Warehousing & Mining**

➢ **Enlisted Community by EMC/RATE/NEC within**

**NCA/AUIC**

➢ **Officer Community by DESIGNATOR/NOBC within**

**NCA/AUIC**

➢ **Civil Service by OCC Code and Pay Plan within**

**NCA/AUIC**

➢ **Force Structure by NCA/AUIC**

❑ **Forecasting Tool "What if" Capability**

❑ **Automated Report Generation for TFMMS**

# *Manpower Decision Support Tool*

**SPAWAR**

❖ *https://198.253.117.197    (PKI Certified)*
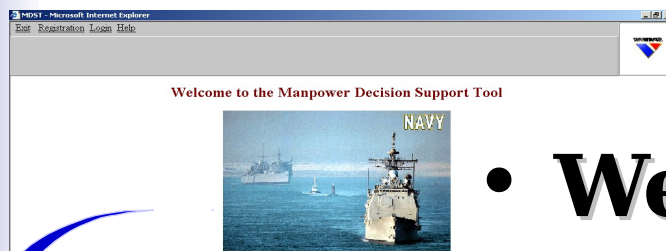


- **Web enabled**
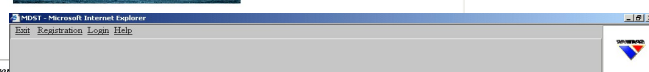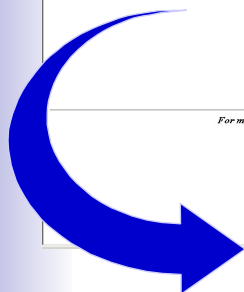
- **Secure log-in**

- **Role & view based**

16
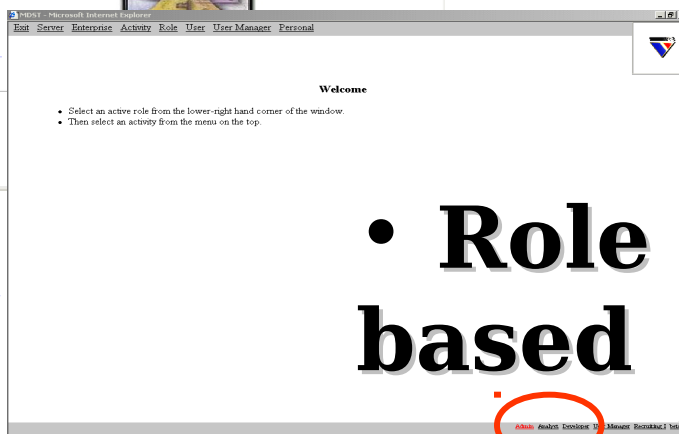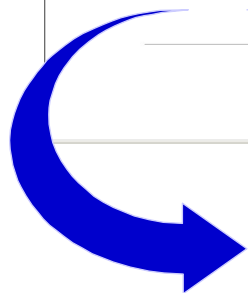
# *Enlisted Data Mining & Modeling*

**Sea Shore Rotation**
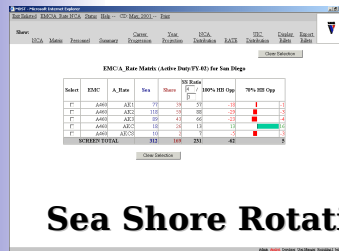
**Billets Visibility**
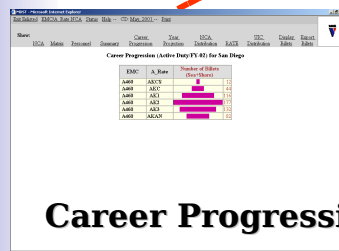
**Career Progression**
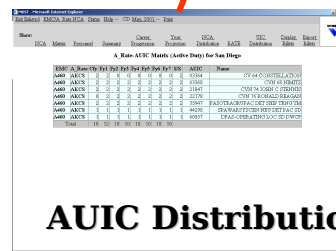
**AUIC Distribution**
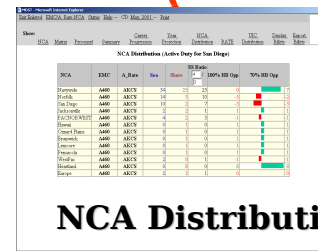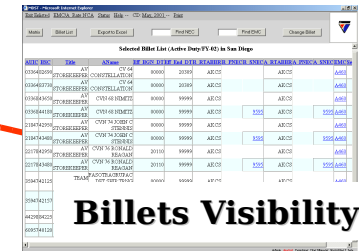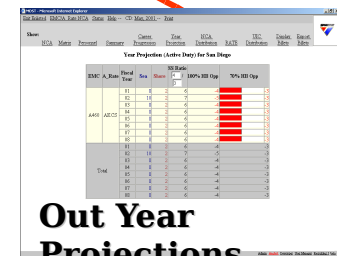
**NCA Distribution**

**Out Year Projections**

# *Officer Data Mining & Modeling*

**SPAWAR**
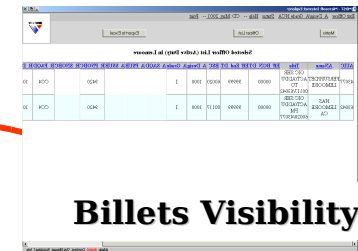
**Sea Shore Rotation**

**Billets Visibility**

**AUIC Distribution**

**NCA Distribution**

**Out Year Projections**

18

# Civilian Manpower Management

SPAWAR
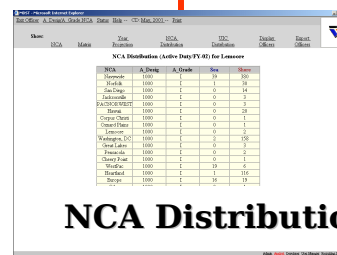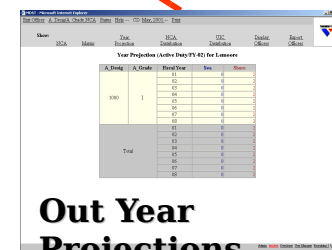
❖ **MDST Analysis of COMSUBPAC Civilian B**

**TFMMS**

**Billet Matrix**     **Billets**



**Required**

**36 Billets**



**Authorized**

**36 Billets**

**DCPDS**



**Inventory**

**39 People**

# *"What If" Analysis Capability*
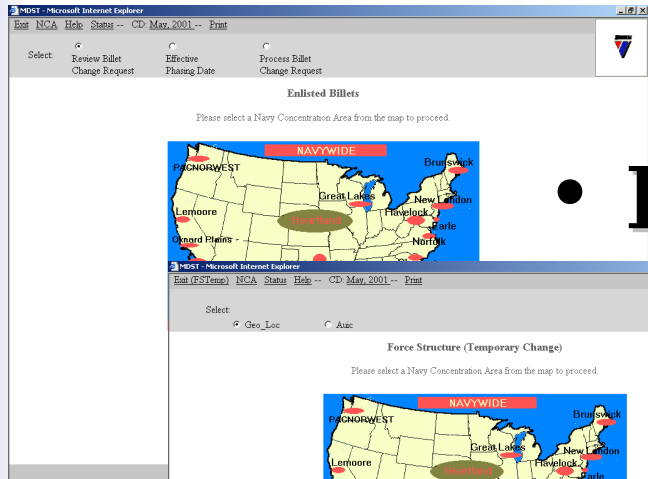


- **Billet Changes**
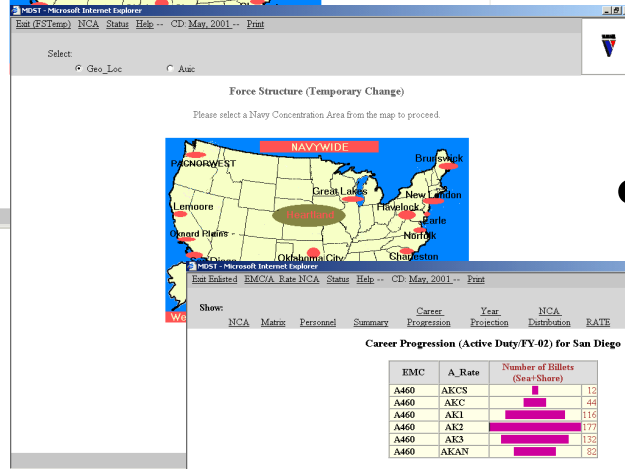
- **Force Structure**
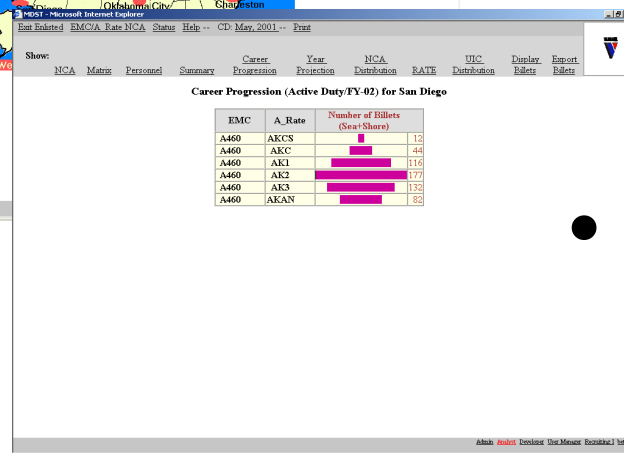
- **Career Progression**

# *Tailored Extracts & Views*

# *Capabilities Under Development*

- ❑    Activity Manpower Documents (AMD)
- ❑    Automated Enlisted Quality Guidance    Matrix
- ❑    Near Match of Personnel Distribution    Rating Control Numbers (RCN) to    Enlisted Management Codes (EMC) to    Billet Sequence Code (BSC)
- ❑    Occupational & Skills Database

22

# *Activity Manpower Document*



# FASFAC San Dieg

## *Strategic Workforce Planning*
**(Military (Active & Reserve), Civilian and Contractor)**

23

# *Accomplishments & ROI*

**SPAWAR**

❑ **Realigned Over 8,000 Billets by June 1999 to Improve Sea Shore Rotation**

❑ **Removed 20,000 Military Billets From Outsourcing Consideration**

❑ **Supported Carrier Placement Determination**

❑ **Realigned PACFLT IMAs Billets in Support of CNO's NAMTS/BFIMA Program**

❑ **Modeled Data Supported Establishment of a Professional Security Force (MA Rating)**

24

# *Discussion Items*



❖ *https://198.253.117.197*

25

# *Back-up Slides*

# *SIHRS Strategy*

*SIHRS is a vision and a strategy... not a program...*

> *A world class human resource system supporting all Navy: single data entry to logically linked databases; icon driven integrated applications; broad access at the headquarters, command, and individual level leveraging the Navy/Marine Corps Intranet; enabling enhanced decision making, reduction of command level of effort to manage/support personnel, and simplified processes for Sailors to review records, update information, and conduct administrative actions ...*

*Enabler for major process improvements*

# Development of Navy Manpower Decision Support Tool

## N1T / BUPERS CIO Team Development

**Major Claimants**

**Manpower**

**N1T / BUPERS CIO**

**In-Service Provider**